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BILL NO. S-97-05- 18

SPECIAL ORDINANCE NO. S-

57-97

AN ORDINANCE APPROVING AND RATIFYING LETTER
OF AGREEMENT FOR CERTAIN EMPLOYEES
REPRESENTED BY THE INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 19

WHEREAS, Common Council previously passed Ordinance S-96-02-11 approving the Contract for the International Union of Operating Engineers, Local 19.

WHEREAS, an Agreement has been reached establishing an incentive pay program for relief operators at the Filtration Plant.

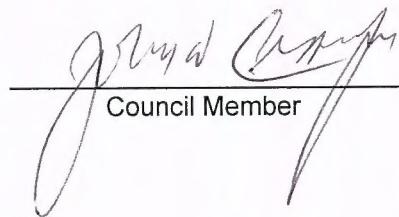
WHEREAS, this program will be made available to all Plant employees.

WHEREAS, the positions of Relief Operator at the Filtration Plant will not be filled as a result of this Agreement.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
THE CITY OF FORT WAYNE, INDIANA:

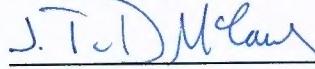
SECTION 1. That the Letter of Agreement, attached hereto and made a part hereof, establishing an incentive pay program as negotiated and agreed upon with the International Union of Operating Engineers, Local 19, is hereby approved.

SECTION 2. That this Ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.



J. Timothy McCaulay
Council Member

APPROVED AS TO FORM AND LEGALITY



J. Timothy McCaulay, City Attorney

**LETTER OF AGREEMENT BETWEEN
THE CITY OF FORT WAYNE AND
THE INTERNATIONAL UNION
OF
OPERATING ENGINEERS, LOCAL 19**

INCENTIVE PAY FOR OPERATOR RELIEF

19 May, 1997

It is hereby agreed to by and between the City of Fort Wayne and the International Union of Operating Engineers, Local 19, that the following conditions will be in effect for establishing an incentive pay program for relief operators at the Filtration Plant:

A maximum bonus of 95 cents per hour will be paid to employees performing operator relief for the St. Joe dam operator, Chemical Feed Operator, High Service Pumper, and Operating Chemist positions according to the following schedule:

1. Operating Chemist	40% of the total bonus
2. High Service Pumper	30% of the total bonus
3. Chemical Feed Operator	15% of the total bonus
4. St. Joe Dam Operator	<u>15%</u> of the total bonus
	100%

As operations are eliminated through automation, the bonus for those affected operations will be combined with the bonus for the remaining position where the majority of the control for the eliminated position is assigned in order to maintain a total bonus of 95 cents per hour.

Employees that are trained and qualified for all positions will receive the total bonus for all hours worked, providing that the individual volunteers to participate in the Stand-by program for call-in. The rules for Stand-by will be the same as for the Mechanic and Electrician on call for the Filtration Plant, as specified in the Addendum for the Filtration Plant in the current contract. All other employees that perform operator relief will receive the appropriate percentage of the bonus only for hours actually worked in operator relief.

This program will be made available to all Plant employees. B and C Mechanics will be provided training in all areas prior to opening the training to other employees. All other employees will be trained, at their request, in order of Plant seniority, with the most senior employee being trained first in any position. Currently trained employees may be certified by the Assistant Superintendent and may qualify for the incentive bonus for any or all positions in which they are trained at the time this Letter of Agreement is implemented.

The order of training will be as follows:

1. St. Joe Dam operations	3-4 weeks
2. High Service Pumper	3-4 weeks
3. Chem-Feed operations	3-4 weeks
4. Operating Chemist	30 working days.

Progress for each trainee will be reviewed by the Assistant Superintendent once each week during training. At the conclusion of training, a final interview will be held with each trainee, in the presence of a Union representative, to determine if the employee has been successfully trained. A check-list will be developed by Management for this evaluation process.

A call-in list of all employees currently trained and qualified for each position will be provided by Management. This list will be updated every two weeks. This list will be provided to operators on each shift to enable call-ins for emergency relief as necessary. Names on the call-in list will be arranged in order of overtime hours charged, with low-hour employees at the top of the list.

The person on Stand-by will be the first person called in when an unplanned vacancy occurs. If a second person is called in and reports to work, after the Stand-by person has been utilized, that person will receive one hour of "call-in pay" at straight time in addition to hours worked, on the day of that assignment.

Employees must work one week of relief in each operating position once in every six month period to maintain qualification for the incentive bonus of 95 cents. Employees that are trained for relief in less than all positions must be recertified every six months to be eligible for the bonus assigned to the positions they are qualified to relieve. No employee will lose eligibility, however, if they cannot fulfill this obligation due to a situation beyond their control.

Scheduling of relief will be conducted as follows:

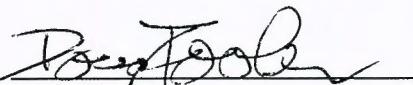
1. When the vacation schedule for operators is established each year, the list will be posted on the Plant bulletin board for a period of ten working days. On the eleventh working day the list will be taken down. Sealed bids will be accepted at this time for any employee that is not trained to bid on vacation relief.
2. Within five working days after the operator vacation schedule is taken down, a committee, comprised of the employees qualified for the 95 cent bonus will notify Management which vacations will be filled by relief from this group of employees. This list will identify the operator to be relieved, the week, and the relief operator who will be working.
3. At this time, bids by employees who have not been trained in relief operations for specific positions will be scheduled by Management, taking into account existing work schedules and availability of employees for training.
4. Any remaining weeks in the operator vacation schedule will then be assigned by Management to the employees trained and qualified for each position in order of seniority, from the least senior to the most senior on a rotating basis for each operator position, until all the vacation weeks are filled.

The positions of Relief Operator at the Filtration Plant will not be filled as a result of this agreement.

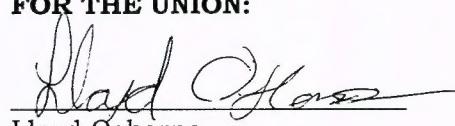
FOR THE CITY:

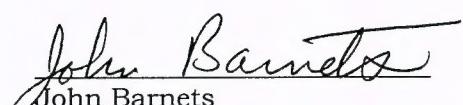
J. T. McCaulay
City Attorney

Payne D. Brown
Director of Public Safety & Human Resources


Doug Poole
Superintendent, Water Filtration Plant

FOR THE UNION:


Lloyd Osborne
Business Representative


John Barnes
City Utilities Business Representative

Read the first time in full and on motion by Crawford,
and duly adopted, read the second time by title and referred to the Committee on
Finance (and the City Plan Commission for recommendation)
and Public Hearing to be held after due legal notice, at the Common Council Conference
Room 128, City-County Building, Fort Wayne, Indiana, on _____, 19_____, at _____,
the _____ day of _____, o'clock _____ M., E.S.T.

DATED: 5-27-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Crawford,
and duly adopted, placed on its passage. PASSED LOST
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>6</u>	_____	_____	<u>3</u>
BENDER	_____	_____	_____	_____
CRAWFORD	<u>✓</u>	_____	_____	_____
EDMONDS	_____	_____	_____	<u>✓</u>
HALL	<u>✓</u>	_____	_____	_____
HAYHURST	<u>✓</u>	_____	_____	_____
HENRY	<u>✓</u>	_____	_____	_____
LUNSEY	_____	_____	_____	<u>✓</u>
RAVINE	<u>✓</u>	_____	_____	_____
SCHMIDT	<u>✓</u>	_____	_____	_____

DATED: 6-24-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana,
as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL)
(ZONING) ORDINANCE RESOLUTION NO. A-57-97
on the 24th day of June, 1997

Sandra E. Kennedy ATTEST: Paul E. Helmke
SANDRA E. KENNEDY, CITY CLERK SEAL PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the
25th day of June, 1997,
at the hour of 11:30 A.M., o'clock M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 3rd day
of July, 1997, at the hour of 11,
o'clock M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR



The City of Fort Wayne

City Utilities

27 May, 1997

Fort Wayne City Council Members
Room 290, One Main Street
Fort Wayne, IN 46802

Subject: Incentive Pay for Operator Relief, Filtration Plant

Dear Council Members:

The City of Fort Wayne and the International Union of Operating Engineers, Local 19 have signed a letter of agreement setting terms and conditions for an incentive program to establish new procedures covering operator relief at the Filtration Plant. The highlights of this agreement are as follows:

1. A graduated scale of bonus pay encouraging employees to become certified at several operator positions.
2. Establishment of a stand-by program to provide for emergency operator relief.
3. Training and certification procedures for maintaining eligibility of participants.
4. Scheduling of relief assignments and vacation schedules early in the year.
5. Decrease in the number of job classifications.
6. Opportunities for all Plant employees to be cross-trained on a voluntary basis.

An integral part of this agreement allows the Filtration Plant to eliminate the position of relief operator, which was established at two employees at a cost of \$58,850.78 per year. Costs of implementation of this incentive agreement will be \$19,665.86 per year, resulting in an on-going, reoccurring cost savings of \$39,184.92 in the O&M budget for the Plant.

We respectfully request that City Council approve this **Letter of Agreement for Incentive Pay for Operator Relief**.

Sincerely,

Doug Pooler, Superintendent

DIGEST SHEET

TITLE OF ORDINANCE ORDINANCE)

DEPARTMENT REQUESTING ORDINANCE HUMAN RESOURCES

SYNOPSIS OF ORDINANCE

Approving Letter Agreement with the International Union of Operating Engineers, Local 19 establishing an incentive pay program for relief operators at the Filtration Plant.

EFFECT OF PASSAGE Letter Agreement is approved - Incentive Pay Program may be established.

EFFECT OF NON-PASSAGE Letter Agreement not approved.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) _____

PUBLIC HEARING IS REQUIRED.

ASSIGNED TO COMMITTEE (PRESIDENT) _____

BILL NO. S-97-05-18

REPORT OF THE COMMITTEE ON FINANCE

JOHN N. CRAWFORD - DONALD J. SCHMIDT - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM
WAS REFERRED AN (ORDINANCE) (RESOLUTION) approving and
ratifying Letter of Agreement for certain employees represented by
the International Union of Operating Engineers, Local 19

HAVE HAD SAID (ORDINANCE) (RESOLUTION) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (RESOLUTION)

James W. Powers

(Signature)

Dade Hall _____
Rebecca Dodge _____
Dawn L. Henry _____
Matthew Bush _____
O'Sullivan _____
Damon E. Hayhurst _____

DATED: 6-24-97.

Sandra E. Kennedy
City Clerk